



Department  
for Education

**Regional Schools Commissioner's  
Office**  
34 Clarendon Road  
Watford  
WD17 1JJ

The Members and Trustees of East Midlands Academy Trust  
Pyramus House,  
Roman Way, Grange Park,  
Northampton,  
NN4 5EA

By email via [REDACTED]@emat.uk

25 March 2022

Dear Mr Crompton,

**Termination Warning Notice to the Members and Trustees of the East Midlands Academy Trust in respect of Northampton International Academy**

In accordance with clause 5.F to 5.H of the funding agreement for Northampton International Academy ("the Academy") the Secretary of State may terminate the funding agreement if the Chief Inspector gives notice to the Academy Trust that special measures are required to be taken by the Academy or the Academy requires significant improvement.

I received an Ofsted notification dated 9 March 2022 confirming that Northampton International Academy was judged to be inadequate and has serious weaknesses. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

Leadership and management at the school has been judged inadequate. Leaders, including those from the trust and governors, have failed to act swiftly enough to address poor behaviour and have not supported staff adequately to help them manage pupils' behaviour effectively. They have not ensured pupils and staff are safe or feel safe at the school. A significant proportion of staff, parents and pupils do not have confidence in the leaders' ability to bring about the necessary improvements.

Behaviour and attitudes at the school have been judged inadequate. Many staff struggle to manage frequent incidents of poor behaviour and feel unsupported by leaders. Too many pupils in the secondary phase are late to lessons, behave poorly in lesson or remain in the corridors when they should be in classroom learning. They disrupt others' learning. The behaviour of some pupils, particularly outside of lessons, makes other pupils feel unsafe

Some pupils in the secondary phase are concerned about the lack of equality and the presence of harassment from other pupils. They say that regular racist and homophobic remarks of some pupils make it hard to be different in the school. A significant number of pupils in the secondary phase do not value the school's personal development programme and not all staff have the knowledge they need to deliver topics in the programme.

The arrangements for safeguarding are not effective. Too many pupils, and some staff, do not feel safe due to the behaviour of some pupils and have little confidence that leaders will address concerns about their safety. Leaders have not ensured that staff maintain accurate registers and do not always maintain detailed, accurate records of their work to keep pupils safe, including vulnerable pupils. They do not have a sufficiently precise understanding of the number and nature of incidents that have taken place that could be a safeguarding concern and they do not always act with sufficient urgency to ensure that pupils get the support they need. Pupils in the school's secondary phase have not have enough teaching to ensure that they know how to keep themselves safe online.

This is the second time in thirteen months that Ofsted have found the safeguarding arrangements at the school to be not effective. In December 2020 at a no formal designation inspection of the school Ofsted judged safeguarding at the school was not effective.

As Regional Schools Commissioner, I need to be satisfied that the trust has capacity to deliver rapid and sustainable improvement at the academy. If I am not satisfied that this can be achieved, I will consider whether to terminate the funding agreement in order to transfer the academy to an alternative academy trust.

In making the decision on whether to terminate the funding agreement I will consider any written representations you wish to make in response to this Termination Warning Notice.

I also request you to provide the following:

- Information on the immediate and appropriate support that is being provided to Northampton International Academy to address the issues raised by the Ofsted report, in particular the school's Post Ofsted Action Plan.
- Details of the current governance and leadership arrangements, including the most recent skills audit conducted by the trust board.
- An evaluation of the role of trustees since the December 2020 no formal designation inspection to date in ensuring the accountability of the CEO and the academy team more generally in exercising its responsibility for ensuring safeguarding at Northampton International Academy.
- An action plan to address the safeguarding concerns which are listed above, that provides evidence that the Trust is adhering to regulations and statutory guidance: Keeping children safe in education (KCSIE) and Working together (WT) to safeguard children, and that these are effectively implemented at

Northampton International Academy, so that pupils not only feel safe in school, but also feel safe in reporting their concerns.

Please provide me with any representations you wish to make, as well as the above information, by **3 May 2022**. These should be sent to the individuals named in the covering email and to [RSC.SCNWLON@education.gov.uk](mailto:RSC.SCNWLON@education.gov.uk)

I am copying this letter to the National Schools Commissioner, Ofsted and Chris Kiernan, interim DCS at West Northamptonshire Council. A copy of this letter will also be published on GOV.UK. I would be grateful if you could share this letter with the members and other trustees of the trust.

Yours sincerely

A handwritten signature in black ink, reading "K. Dethridge". The signature is written in a cursive style with a large initial 'K' and a long horizontal stroke at the end.

**Dame Kate Dethridge**  
**Regional Schools Commissioner for North West London and South Central**  
**Region**